

Encore Leadership Corps



ENGAGING OLDER ADULTS TO SOLVE COMMUNITY PROBLEMS

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America

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Encore Leadership Corps (ENCorps)



ENCorps is a program of the University of Maine Center on Aging in partnership with the Maine Community Foundation and with the cooperation of local, state, and national organizations. Initial project funding was provided by the U.S. Environmental Protection Agency's Aging Initiative and the Atlantic Philanthropies. Additional matching support was provided by Jane's Trust, Margaret E. Burnham Charitable Trust, and the Davis Conservation Foundation.

Atlantic Philanthropies Community Experience Partnership

Includes 32 community foundations across the United States. These partners are working with their communities to find new ways to engage people over 60 in activities that benefit others and improve local quality of life.

community**experience**
PARTNERSHIP

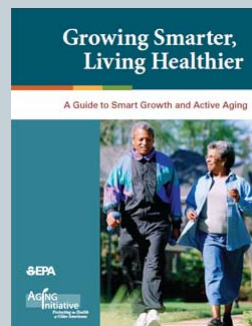
Program Goals

- Develop a statewide environmental leadership training program for volunteers 50 and older, which will increase their civic participation in activities that affect the built and community environment of small and mid-sized towns and rural communities.
- Develop meaningful volunteer opportunities and a statewide infrastructure to support baby boomer and older adult volunteers.

Program Model cont'd

Program focal areas modeled off of *Growing Smarter, Living Healthier*

1. Staying Active, Connected, and Engaged
2. Development and Housing
3. Transportation and Mobility
4. Staying Healthy



What is smart growth?



Smart growth is...

- an emphasis on downtowns
 - a variety of housing options
 - walkable neighborhoods
 - creating a sense of place
 - preservation of open spaces
 - transportation options
 - community collaboration
- (EPA Aging Initiative, 2009)

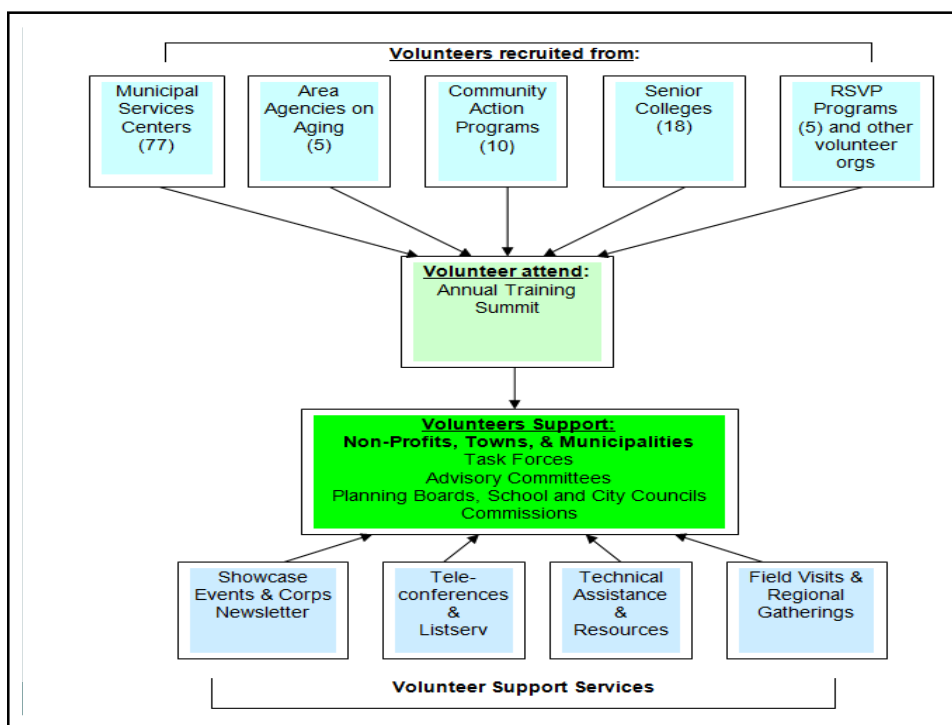
ENCorps Smart Growth Tracking:

- Development and Housing
- Staying Active, Connected, and Engaged
- Staying Healthy
- Transportation and Mobility

Program Structure

Learning • Connecting • Serving

- Free volunteer training and leadership program
- For Mainers aged 50 years old and older
- Volunteers trained to become leaders
- Members gain skills through workshops, gatherings, and networking opportunities
- Volunteer projects are self-driven



Intensive Skills Building: ENCorps Summit

- Free two-day event
- Local and national experts
 - Topics such as sprawl, collaboration, fundraising, and volunteer recruitment
- Networking opportunities
- Volunteer org. exhibit area



"I have lots of information and motivation for my further pursuits in leadership and volunteering"
-ENCorps volunteer

Follow-up Support: A Critical Element



Training Workshops

- Variety of topics
- Free to active members
- Volunteers report increased knowledge and greater participation at their volunteer placements

Regional Gatherings

- Statewide gatherings
- Opportunity to network and exchange ideas
- Local organizations share projects and activities with volunteers



Workshop Topics

Topics of interest to volunteers include:

- Grantswriting
- “How to deal with difficult people” (conflict management)
- Social media as a tool for volunteer programs
- Volunteer self-care
- Smart growth 101
- Leadership skills



Follow-up Support: A Critical Element



Additional Volunteer Supports

- Bi-monthly newsletters
- One-on-one personal support
- Volunteer stipends
- Conference call opportunities on select topics

Who are ENCorps Volunteers?

Total volunteers: 156

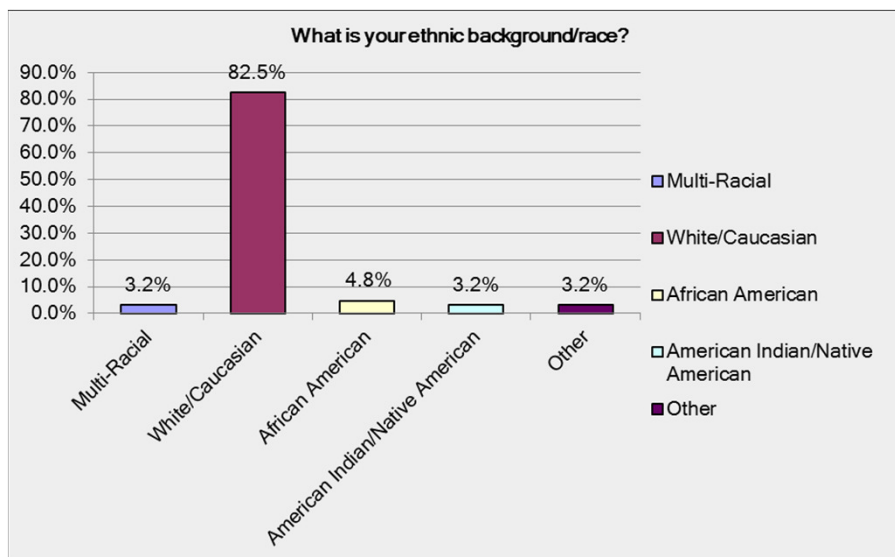
Age range: 50-86 years old

- Avg. age= 64

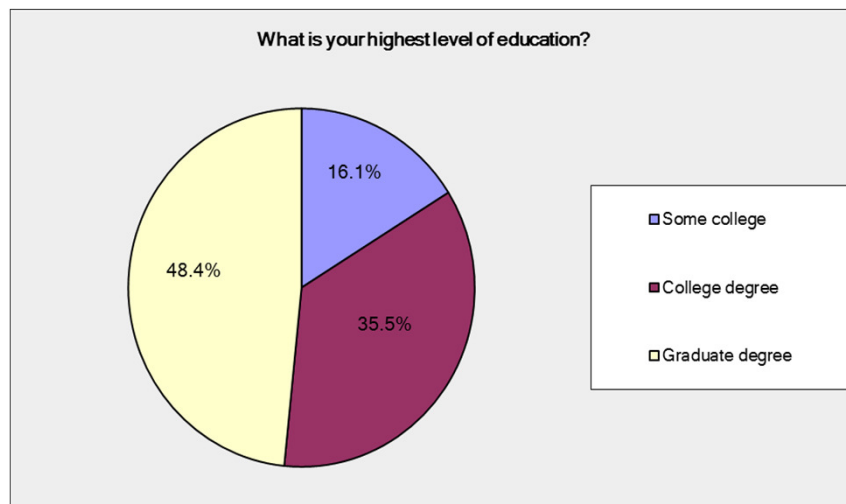
- 101 Women (65%)
- 55 Men (35%)
- Represent 96 towns and cities
- All 16 counties represented



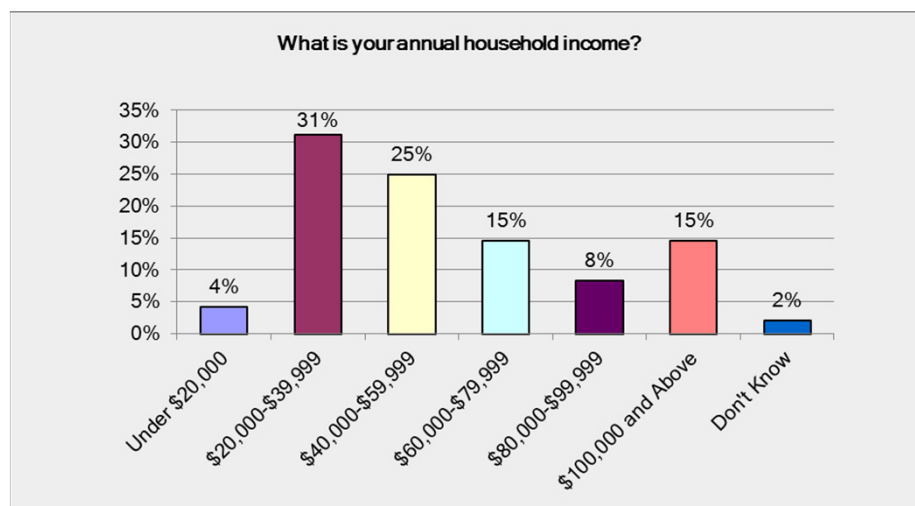
Racial/Ethnic Background



Education



Income Levels



Employment Status

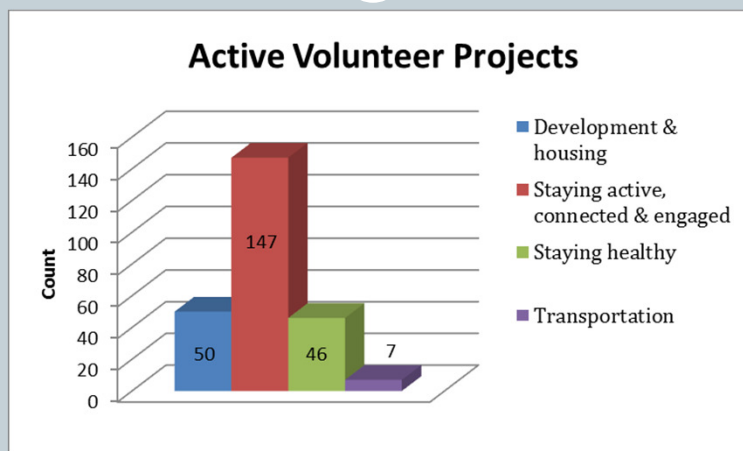
What is your current employment status?

Answer Options	Response Percent
Employed part-time	16.1%
Employed full-time	21.0%
Retired	54.8%
Unemployed	8.1%

Motivation for Joining ENCorps

Reasons for Joining ENCorps	
	Response Percent
To learn new skills myself	80.6%
To help my community	75.8%
To share what I know: my skills, knowledge, and experience	59.7%
To promote smart growth or community development	58.1%
To feel connected to my community	54.8%
To make me healthier and feel better (by being active and giving back)	53.2%
To feel more connected to other people	48.4%
To learn about other kinds of work	46.8%
To be a leader in my community	27.4%

Substantive Areas of ENCorps Volunteer Involvement



*Some volunteers cross into multiple areas

Volunteer Productivity

Total volunteer hours reported:

15,470

Total volunteer projects:

364

New volunteer placements:

50

Volunteer stipends awarded to support community
volunteer efforts:

20

Examples of ENCorps Volunteer Activity

- **Development and Housing**

- Millinocket Downtown Revitalization Committee, Building Committees, Augusta Historic Preservation Commission

- **Staying Active, Connected, and Engaged**

- Swan's Island Garden Club, Senior Colleges, Schoodic Arts for All, Master Gardener

- **Staying Healthy**

- Land Trusts, Local cross country trails, Down East Sunrise Trails, Maine Volunteer Lake Monitoring Program

- **Transportation and Mobility**

- Aroostook County Transportation Committee, Midcoast Collaborative for Access to Transportation, Volunteer Transportation Initiative

Summit Impact

- 97% of participants reported that the topics covered at the summit would help them as a volunteer.
- 97% of participants felt that they could distinguish smart growth from sprawl after attending the summit.
- 89% of participants reported a better understanding of conflict after the summit.

New Skills and Knowledge

Based on Volunteer self-report:

- Avoiding wasteful sprawl
- Use conflict resolution and consensus building
- The importance of listening and networking
- Fundraising techniques
- How to recruit other volunteers more effectively
- A renewed enthusiasm for volunteering

Additional Impacts

How much has participating in Encore Leadership Corps helped you:

Answer Options	Rating Average
Get to know and connect with other people	3.33
Learn new skills	3.14
Feel better emotionally	3.00
Gain confidence as a leader in your community	2.91
Have the chance to share what you know	2.90
Find out about new kinds of work you could do	2.80
Feel better physically	2.55
Gain experience that you can put on a resume	2.53

Scale: 1 (not at all) to 4 (a great amount)

Featured Site: Safe Medicine Disposal for ME

- Statewide medicine return program
- Provides free postage-paid envelopes to Maine residents to return their medicine
- Safe for family members, better for the environment than flushing or trash disposal
- Disposed of 7,300lbs of drugs to-date



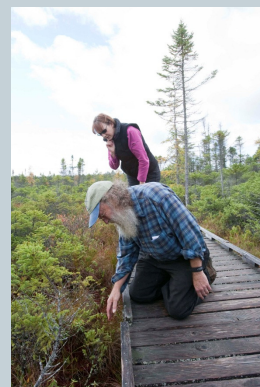
Safe Med Volunteer Roles for Older Adults

- Community Educators
 - Educate participating pharmacy staff
 - Provide community presentations on safe medicine use, storage, and disposal
- Advisory Board members
 - Provide feedback on project materials
 - Assist with marketing the program
 - General oversight of the program



Lynn

- Safe Med volunteer since 2008, joined ENCorps in 2010
- Provides public education presentations on safe med issues
- Now volunteers with a local bog boardwalk through new ENCorps connections
- Additional training and support for both volunteer roles



Dawud & Ed



- Training
- Stipend support to grow volunteer program
- On-going workshops

Norma



- Grantswriting training
- Stipend support
- On-going workshops
- Fundraising appeal

Engaging Older Adult Volunteers: Key Strategies

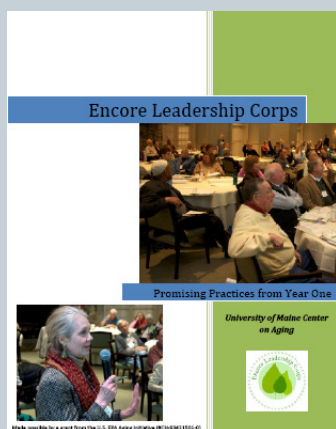
- Build capacity within existing volunteer networks
- Provide an accessible definition of smart growth
- Address real community issues
- Emphasize continuous education and skills building



Engaging Older Adult Volunteers: Key Strategies

- Design opportunities to network and collaborate
- Offer opportunities for volunteers to share what they have learned
- Provide access to substantive experts

Promising Practices Manual



Promising practices from first year of the program

e-mail:
info@encoreleaders.org

www.encoreleaders.org/documents/ENCorpsPromisingPracticesYR1.pdf

For more information...



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